

DEPARTMENT OF ENERGY  
FY 1998/1999 CONGRESSIONAL BUDGET REQUEST  
OTHER DEFENSE ACTIVITIES  
(Tabular dollars in thousands, Narrative in whole dollars)

**OFFICE OF WORKER AND COMMUNITY TRANSITION**

**PROGRAM MISSION**

The Office of Worker and Community Transition was formed in September 1994 to assure the fair treatment of workers and communities affected by changing Department of Energy missions in accordance with section 3161 of the Defense Authorization Act of 1993, Departmental orders and Secretarial direction. The Office coordinates policy direction and implementation for field operations involving work force planning, restructuring, labor standards and relations, community transition activities, and asset management across the Department. This program also provides for the personal and contractual services for all federal management, and administrative personnel to carry out the Worker and Community Transition mission including related costs such as space, materials, utility, supplies, communication and building maintenance at DOE Headquarters.

The Worker and Community Transition budget provides funding for activities associated with work force restructuring related to the defense production mission, and is part of the overall Department's Defense budget request. In addition, Congress has identified this appropriation as the only authorized source of funding for local impact assistance to communities affected by work force reductions. This includes many sites that have changed their missions from Defense Program's activities to Environmental Management.

During Fiscal Year 1997, the functions of the Office of Asset Management were added to those of the Office of Worker and Community Transition. This was done because asset management implementation actions are focusing on pilot project proposals, such as recovery of precious metals from weapons components and electronic scrap recycling and use, which are designed to provide a financial return to the Federal government through the disposition of the assets as well as stimulating regional and local economic development. Because asset disposition and stimulating economic development can conflict, the combination of the two programs is expected to reduce the potential for such conflicts.

Through its programs, the Office of Worker and Community Transition is aligning human resources with departmental priorities and requirements as well as making the DOE national security infrastructure cost-effective.

## **PROGRAM MISSION - OFFICE OF WORKER AND COMMUNITY TRANSITION (Cont'd)**

The GOALS of the Worker and Community Transition program are to:

- Mitigate the impacts on workers and communities from contractor work force restructuring at defense sites, and assist community planning for defense conversion, while humanely and cost-effectively managing the transition to the reduced work force that will better meet ongoing mission requirements.
- Support the President's seven year effort to reduce the deficit by generating \$75 million from the Department of Energy through asset sales over five years and promote the reduction in DOE's physical asset base.

The OBJECTIVES related to this goal are:

1. To RESTRUCTURE THE DEPARTMENT OF ENERGY CONTRACTOR WORK FORCE - establish work force restructuring policy, coordinate and implement workforce restructuring, and evaluate the outcomes of work force restructuring plans consistent with section 3161 of the National Defense Authorization Act for Fiscal Year 1993, the contract reform initiative, and other Departmental policies.
2. To PROVIDE FAIR TREATMENT TO WORKERS WHO MUST BE DISPLACED THROUGHOUT THE DEPARTMENT - within budget constraints, provide benefits to affected workers, such as: incentives or other options to minimize involuntary layoffs; at least 120 days advanced notification; retraining for environmental cleanup and rehiring preference to displaced workers where practicable; relocation assistance and outplacement assistance; and local community impact assistance.
3. To MANAGE CONTRACTOR LABOR RELATIONS - establish policy for contractor labor relations, oversee the collective bargaining process, and assist field organizations in labor/management relations.
4. To ESTABLISH AND FACILITATE IMPLEMENTATION OF A WORK FORCE PLANNING PROCESS - develop a process and tools for projecting contractor work force requirements at each site on the basis of mission, budget estimates, and work force skills, to assure that priority missions can be accomplished safely and efficiently.
5. To ASSIST COMMUNITY TRANSITION - develop policies for community transition, and assist communities affected by Departmental changes by facilitating their economic development planning and plan implementation activities.

## **PROGRAM MISSION - OFFICE OF WORKER AND COMMUNITY TRANSITION (Cont'd)**

6. To IDENTIFY AND DISPOSE OF ASSETS THAT ARE EXCESS TO CURRENT DEPARTMENT NEEDS - develop asset inventory procedures, establish a DOE-wide asset management recovery and disposition program, develop a corporate accounting system for the Department's custodial costs, determine methods for asset disposition, and recommend cost avoidance projects associated with the DOE asset inventory .

### **PERFORMANCE MEASURES:**

1. Manage the Department's effort to reduce the size of the contractor work force by the following numbers: 7,500 workers in FY 1997; 15,000 workers in FY 1998; and 12,000 workers in FY 1999. Maintain the average cost per worker at less than \$25,000.
2. Gauge the effectiveness of the work force planning process at each site by holding to 2 percent or less the number of jobs vacated through incentivized and non-retirement separations that have to be filled by employees outside the DOE complex
3. Integrate the use of voluntary separations and other incentives with the work force planning process to keep involuntary separations to a range of not more than 25-50 percent of all separations while assuring maintenance of essential work force skills mix and productivity and to meet changing mission requirements.
4. Ensure reemployment of at least 60 percent of separated workers seeking new jobs by sponsoring community-based businesses, career assistance programs, further education and retraining programs.
5. Achieve annual cost savings from compensation and associated overhead for separated workers that is at least three times the one-time cost of separation.
6. Through community assistance, create 3,300 new jobs in FY 1997, 2,800 in FY 1998, and 1,600 in FY 1999 through expansion of existing businesses or new business starts. Maintain the average cost per job at less than \$10,000
7. Achieve \$15 million in asset sales.
8. Renegotiate/renew 40 collective bargaining agreements successfully. Successful renegotiation may require resolution of labor-management disputes.

## **PROGRAM MISSION - OFFICE OF WORKER AND COMMUNITY TRANSITION (Cont'd)**

### **SIGNIFICANT ACCOMPLISHMENTS AND PROGRAM SHIFTS**

- The program successfully managed the reduction of over 37,000 contractor personnel in four years (Fiscal Year 1993 - 1996).
- Over 70% of separations to date have been voluntary, with an average (including workers separated through attrition) separation cost of approximately \$15,000 per position. When attrition is excluded, average separation costs have been approximately \$23,000.
- Based on the average cost per contractor worker, Total Annual Recurring Savings to date for the 37,000 prime contractor positions eliminated is in excess of \$2.3 billion for salaries and benefits and, if all overhead costs are included, as much as \$4.7 billion.
- Used oversight and intervention to forestall serious conflicts in labor and management relations at Rocky Flats, Savannah River, Richland, Mound, Argonne, Los Alamos and Fernald.
- Provided local impact assistance to affected communities that has led to creation or maintained over 5,000 private sector jobs and 390 new businesses in twelve communities, with an anticipated additional 3,000 jobs and 135 new businesses per year over the next four years.

DEPARTMENT OF ENERGY  
 WORKER AND COMMUNITY TRANSITION AND PROGRAM DIRECTION  
 PROGRAM FUNDING PROFILE  
 (Dollars in thousands)

Sub-program	FY 1996 Current <u>Appropriation</u>	FY 1997 Original <u>Appropriation</u>	FY 1997 <u>Adjustments</u>	FY 1997 Current <u>Appropriation</u>	FY 1998 <u>Request</u>	FY 1999 <u>Request</u>
Worker and Community Transition	\$81,362 <u>a/</u>	\$57,659	\$ 0	\$57,659	\$65,800	\$45,700
Program Direction	<u>0</u>	<u>4,341</u>	<u>\$ 0</u>	<u>4,341</u>	<u>4,700</u>	<u>4,300</u>
 Total, W&CT	 <u><u>\$81,362a/</u></u>	 <u><u>\$62,000</u></u>	 <u><u>\$ 0</u></u>	 <u><u>\$62,000</u></u>	 <u><u>\$70,500</u></u>	 <u><u>\$50,000</u></u>

a/ Reflects decreases of \$138,000 for a rescission and \$1,000,000 for a reprogramming (96-R-13) to the Safeguards and Security Declassification Program.

Public Law Authorization:

Public Law 102-484, "National Defense Authorization Act for Fiscal Year 1993," Section 3161

DEPARTMENT OF ENERGY  
OFFICE OF WORKER AND COMMUNITY TRANSITION  
PROGRAM FUNDING BY SITE

Preface

Funding for the past fiscal year and the present fiscal year to date are shown by site. The balance of the present fiscal year and future years have not been allocated. There are several reasons this information is not shown.

The existing work force plans support the likelihood that the stated number of separations will occur across the complex in the respective fiscal years. Although the plans support the total number of separations, the full extent of necessary worker reductions is not known until just before the announcement of reductions. As circumstances sometimes happen, due to normal attrition, a work force reduction becomes unnecessary or at least reduced. Further, an acceptance of incentives for voluntary separations may reduce or completely eliminate the need for involuntary separations. These rates of attrition and willingness to accept voluntary separation vary from site to site depending upon the unique circumstances of each site.

Also, the Department of Energy is managing an unprecedented number of separate environmental remediation and restoration activities. Scheduling uncertainties in these projects complicate long-term work force planning. In order to maintain appropriate flexibility to meet highest safety and environmental priorities, the Department makes final allocations to sites with associated work force impacts, after final action on budgets is completed.

In the case of the community transition allocations, although the community transition plans support the level of funding requested, twelve communities are competing with each other for available funding. Proposals receive consideration for funding relative to other proposals and after the consideration of several other factors. Only at that time is a decision made considering the exact amount of funding to allocate. Except in one case discussed in the “Issues,” involving a legally mandated payment, there is no real or implied commitment to provide funding to any affected community. Publication of an estimate before a decision has been made would imply that decisions had already occurred. For FY 1998 and FY 1999, that would be before proposals had been submitted.

DEPARTMENT OF ENERGY  
 WORKER AND COMMUNITY TRANSITION AND PROGRAM DIRECTION  
 PROGRAM FUNDING BY SITE  
 (Dollars in thousands)

	FY 1996 Current <u>Appropriation</u>	FY 1997 Original <u>Appropriation</u>	FY 1997 <u>Adjustments</u>	FY 1997 Current <u>Appropriation</u>	FY 1998 Budget <u>Request</u>	FY 1999 Budget <u>Request</u>
<u>Field Offices/Sites</u>						
Albuquerque						
Carlsbad Area Office	\$ 1,870	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Los Alamos National Laboratory	10,437	0	0	0	0	0
Pantex	0	4,000	0	4,000	0	0
Pinellas Area Office	4,677	0	0	0	0	0
Sandia Nat. Lab.	7,717	3,000	0	3,000	0	0
Headquarters	9,778 <sup>a/</sup>	31,544 <sup>b/</sup>	0	31,544 <sup>b/</sup>	70,500 <sup>c/</sup>	50,000 <sup>c/</sup>
Idaho Operations Office	7,483	3,000	0	3,000	0	0
Oakland Operations Office						
Energy Technology Engineering						
Center Site Office	468	0	0	0	0	0
Lawrence Livermore National Laboratory	4,677	0	0	0	0	0
Nevada Operations Office	9,964	6,006	0	6,006	0	0
Ohio Field Office						
Miamisburg Area Office	2,660	0	0	0	0	0
Fernald Area Office	0	150	0	150	0	0
Oak Ridge Operations Office	1,496	2,600	0	2,600	0	0
Portsmouth Site Office	304	0	0	0	0	0
Richland Operations Office	5,391	5,500	0	5,500	0	0
Rocky Flats Field Office	14,440	200	0	200	0	0
Savannah River Operations Office	<u>0</u>	<u>6,000</u>	<u>0</u>	<u>6,000</u>	<u>0</u>	<u>0</u>
Total	\$ 81,362	\$ 62,000	\$ 0	\$ 62,000	\$ 70,500	\$ 50,000

a/ Reflects program direction costs of \$4,003,000 and unallocated funds

b/ Reflects program direction costs of \$4,341,000 and funds not allocated as of February 15, 1997.

c/ Not allocated at this time. Distribution depends upon work force circumstances immediately preceding any announcement of separations.

Community Transition proposals for FY 1998 and FY 1999 have not been received

DEPARTMENT OF ENERGY  
WORKER AND COMMUNITY TRANSITION  
(Tabular dollars in thousands; narrative in whole dollars)

I. Mission Supporting Goals and Objectives

The activities included in the worker transition program establish policy for, coordinate implementation of, and evaluate the outcomes of work force restructuring consistent with section 3161 of the National Defense Authorization Act for Fiscal Year 1993, the contract reform initiative, and other Departmental policies. This involves providing guidance to DOE field management for developing work force restructuring plans; assuring adequate advance notification for planned reductions; reviewing and approving voluntary incentive programs to encourage workers with redundant skills to separate; reviewing draft work force restructuring plans prior to circulation for stakeholder review and comment; approving necessary involuntary separations; and submitting final work force restructuring plans to the Congress. Based on Secretarial direction, work force restructuring plans are developed for reductions that exceed a threshold of 100 workers at any site, including those not specifically covered by section 3161, in a single year. This activity assures that necessary work force reductions are conducted in a manner that encourages voluntary separations, assists displaced workers in securing new employment, and provides basic benefits for a reasonable transition period. The activity makes critical priority decisions to match these objectives with fiscal constraints.

Work force planning assures that contractor work force restructuring is conducted in a manner that assures that critical skills for ongoing mission requirements are retained, enhances efficiency, and accurately forecasts mission performance implications of potential future budget reductions. This goal is being achieved through the development of an integrated work force planning process based on a uniform work force data base and classification system for Department contractor employment. It supports the Departmental objective of realigning efforts to areas of maximum efficiency without jeopardizing critical task assignments.

Management of contractor labor relations establishes policy for such activities, oversees the collective bargaining process, and assists field organizations in labor/management relations. These activities promote an improved working relationship between labor and management in the Department's contractor work force. The result is uniform application of relevant labor standards, increased productivity, enhanced safety and security, and a reduction in disruptive labor disputes. The function also helps to implement the contract reform initiative, outsourcing policy and other elements of strategic alignment.

Section 3161 of the FY 1993 Defense Authorization Act establishes an objective for the Department to "provide local impact assistance to communities that are affected by the restructuring plan" and to coordinate such assistance with other federal programs. In particular, the Department, in close cooperation with parties in the affected communities, seeks to utilize excess Departmental assets to help create economic activity and produce replacement employment for workers displaced by work force restructuring plans. This activity also provides an informational clearinghouse to assist local community economic development planning; identifies potential sources of both public and private funding outside the Department; and, on a



## Mission Supporting Goals and Objectives - WORKER AND COMMUNITY TRANSITION (Cont'd)

high priority basis, funds projects that have a high probability of producing positive results for displaced workers and their affected communities. The Office has established criteria for evaluating community transition funding proposals and has signed an interagency agreement with the Economic Development Administration to utilize their independent expertise to evaluate proposals.

The asset management program develops an effective corporate strategy on materials and asset management in response to new missions for the Department along with a declining budget and resultant reduction in the Department of Energy. Elements of the strategy would include the development of guidance and managing the implementation of the program, including budget policy, to assist managers in reducing the physical holdings of the Department and in responding to new Departmental missions. Accompanying the policy development would be development of procedures for asset sales and transfers, leasing and privatization procedures, and development of a material and asset management program in field and program offices. Asset management implementation actions now are focusing on pilot project proposals, such as recovery of precious metals from weapons components and electronic scrap recycling and use, which are designed to provide a financial return to the Federal government through the disposition of the assets as well as stimulating regional and local economic development. The funding for the asset management program is included in program direction.

### II. Funding Schedule:

<u>Program Activity</u>	<u>FY 1996</u>	<u>FY 1997</u>	<u>FY 1998</u>	<u>\$ Change</u>	<u>% Change</u>	<u>FY 1999</u>
Worker and Community Transition						
Work Force Restructuring	\$ 36,668	\$ 25,000	\$ 37,500	\$+12,500	+ 50.0 %	\$ 30,000
Community Transition Assistance	40,691	32,659	28,300	- 4,359	- 13.3 %	15,700
Program Direction	<u>4,003</u>	<u>0a/</u>	<u>0a/</u>	<u>0</u>	<u>0.0 %</u>	<u>0a/</u>
Total, Worker and Community Transition	\$ 81,362	\$ 57,659	\$ 65,800	\$ + 8,141	+ 14.1 %	\$ 45,700

a/ After FY 1996, Program Direction funding was moved to a separate Congressional control level.

## WORKER AND COMMUNITY TRANSITION

### III. Performance Summary - Accomplishments

FY 96

FY 97

FY 98

FY 99

#### Work force Restructuring

- Approved work force restructuring actions resulting in the separation of over 11,550 prime contractor positions during FY 1996. Prime contractor separations included approximately 1,250 early retirements, 3,000 voluntary separations, 3,300 involuntary separations, and 4,000 attrition. Coordinated funding support for final work force restructuring plans at thirteen sites with restructuring actions totaling approximately \$175 million. Of these workers involved in these separations, about 2,400 received funding through the 3161 program, which resulted in an average (including employees separated through normal attrition) separation cost of about \$15,000 per separated employee. Assisted field offices in maintaining early and open communication between labor unions and management and in the conduct of negotiations.

\$36,668
- Review and approve work force restructuring plans and actions that could result in over 7,500 contractor work force reductions in FY 1997, 15,000 reductions in FY 1998, and 10,000 to 12,000 reductions in FY 1999, based on currently projected Departmental budget targets (of these yearly totals, workers eligible for benefits under 3161 funding would number about 1,560 in FY 1997, 1,500 in FY 1998, and 1,200 in FY 1999, excluding attrition). Coordinate work force planning activities to retain critically needed skills to meet ongoing missions in the face of an additional reduction of nearly 20% of the contractor work force (on top of the 25% reduction that has occurred between FY 94-96), and to identify, for line program offices, decisions that may have to be made to match desired activities with limited human resources. Continue to assist field offices in maintaining early and open communication between labor unions and management and in the conduct of negotiations.

\$25,000      \$37,500      \$30,000

#### Community Transition Assistance

- Approved community transition projects which have created or retained approximately 5,000 jobs to date, and have enabled the creation or expansion of over 390 new businesses.

\$37,691

## WORKER AND COMMUNITY TRANSITION

### III. Performance Summary (cont'd)

	<u>FY 96</u>	<u>FY 97</u>	<u>FY 98</u>	<u>FY 99</u>
<u>Community Transition Assistance</u>				
● This funding is expected to create about 2,700 jobs in FY 1997, 2,200 in FY 1998, and 1,000 in FY 1999.		\$26,659	\$22,300	\$ 9,700
● Under the terms of a legal agreement with the State of Idaho, the Department provided \$6 million to the State during CY 1996 for community transition.	\$ 3,000	\$ 3,000		
● The Department is committed to provide a total of \$30 million over five years to the State of Idaho under the terms of the agreement mentioned above. This funding is expected to create about 600 jobs per year.		\$ 3,000	\$6,000	\$6,000

### Program Direction

● Federal staff published interim planning guidance, developed chapters in a Departmental revised Order dealing with Labor Standards and related topics in the Contractor Work Force; assisted in the development of policies and procedures for make or buy decisions; and provided advice and support for strategic realignment efforts to develop plans to reduce the Department's federal work force. Staff coordinated 11 120-day announcements, 3 early retirement programs, 11 voluntary separation programs, and 5 involuntary separation programs as well as developing performance measures for evaluating work force planning and restructuring. Staff developed a data base for contractor work force planning and improved data bases and tracking for collective bargaining.	\$ 4,003	<u>a/</u>	<u>a/</u>	<u>a/</u>
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Staff continued their oversight of the collective bargaining process and assistance to field organizations in labor/management relations as well as provided guidance and facilitation to sites, unions, and contractors on sensitive issues at four sites.

a/ After FY 1996, Program Direction was funded as a separate Congressional control level. See separate discussion of Program Direction.

## WORKER AND COMMUNITY TRANSITION

### III. Performance Summary (cont'd)

FY 96

FY 97

FY 98

FY 99

Staff provided guidance for development and evaluation of community transition grant requests as well as established an outreach process for coordinating the community transition program with offices in the Department and with participants in the field. They promoted large scale private sector reuse of real and personal property no longer needed by the Department. They provided economic development technical assistance to all interested communities in the program.

Total, Worker and Community Transition

\$81,362

\$57,659

\$65,800

\$45,700

## WORKER AND COMMUNITY TRANSITION

### Explanation of Funding Changes from FY 1997 to FY 1998

**Work Force Restructuring:** The average costs of worker separations are expected to increase considerably as the number of workers leaving through normal attrition decreases. Also, the remaining separations will involve more senior employees (under the principle that the employees with the least seniority and correspondingly lower salaries are the first to be involuntarily separated) which will contribute to higher average separation costs. + \$ 12,500

**Community Transition Assistance:** Because community transition is a long-term effort, the number of jobs created has not approached the number of separations. The demand for community transition assistance, then, remains high. Despite the high demand for community transition assistance, the amount devoted to that purpose will decline due to the expected demand for funds for worker benefits. If those estimates for worker benefits prove to be higher than needed when the separations are made, the surplus funds can be used to help fund part of the unmet demand for community transition assistance. - \$ 4,359

**Total Funding Change, Worker and Community Transition** + \$ 8,141

### Major Issues

Despite the increase in the amount requested for worker transition, this amount will only suffice for the worker restructuring within Defense Programs. An effort is underway within the Department to have individual programs contribute a greater share of the costs associated with decreasing the size of the Department of Energy work force at its sites. While yielding long-term results, such diversion of funding from the programs decreases the amounts available for their program objectives, many of which are critical to accomplish as soon as possible or are under legal or other deadlines.

A separate item that requires a substantial portion of the available community transition funding is an agreement with the State of Idaho. Through that legal agreement, over a five-year period, the Department is committed to providing that State a total of \$30 million for community transition through the Worker and Community Transition Program.

DEPARTMENT OF ENERGY  
FY 1998/1999 CONGRESSIONAL BUDGET REQUEST  
WORKER AND COMMUNITY TRANSITION PROGRAM DIRECTION  
(Tabular dollars in thousands, Narrative in whole dollars)

**I. Mission Supporting Goals/Ongoing Responsibilities:**

Program direction provides overall direction and administrative support to ensure that all operations are conducted in the most efficient manner. This program also provides for the personal and contractual services of all Federal management (including related costs such as space, materials, utilities, supplies, communications and building maintenance) and administrative personnel to carry out the missions of the Office of Worker and Community Transition at Department of Energy Headquarters and Field Offices.

Program direction has been grouped into four categories:

Salaries and Benefits provides for all the salaries, other benefits, e.g., employer contribution to retirement and employer contribution to health benefits, and awards for superior service. The employees funded by this category perform strategic planning for the program, integrate internal and external policies and directives; represent the Office both within and outside the Department; provide technical direction and guidance for programs and projects; perform program assessment; and exercise internal controls.

Travel is provided for the traveling and per diem expenses of program staff in their performance of their official duties. Under certain circumstances, travel expenses of non-government personnel or government personnel from other programs may be compensated if they are serving a mission of the Office. Specifically, staff travel to affected communities to provide technical and program assistance to field offices, contractor employees, and community representatives. They also participate in meetings, conferences, and training selected to increase their professional expertise and program effectiveness.

Support Services for the Office of Worker and Community Transition consists of the payment for management support services of non-government personnel. These personnel assist the staff of the Office of Worker and Community Transition in accomplishing their missions by performing or assisting in program analyses. The support services personnel also provide general office operational support.

Other Related Expenses includes the necessary materials, services, utilities, and office space needed to conduct the program in an efficient manner. The major portion of this category consists of the items included in the working capital fund. This includes such items as, office space; telephones; printing and duplicating services; and computer network connections and technical support. The other portion of other expenses includes procurement of supplies for the conduct of office functions.

## WORKER AND COMMUNITY TRANSITION PROGRAM DIRECTION

### **II. Funding Table:**

	FY 1996 Current <u>Appropriation</u>	FY 1997 Original <u>Appropriation</u>	FY 1997 <u>Adjustments</u>	FY 1997 Current <u>Appropriation</u>	FY 1998 Budget <u>Request</u>	FY 1999 Budget <u>Request</u>
<u>Headquarters</u>						
Salary and Benefits	\$ 0	\$ 1,715	\$ 0	\$ 1,715	\$ 2,355	\$ 2,155
Travel	0	95	0	95	145	145
Support Services	0	2,268	0	2,268	1,716	1,507
Other Related Expenses	<u>0</u>	<u>263</u>	<u>0</u>	<u>263</u>	<u>484</u>	<u>493</u>
Total	\$ <u>0</u> <sup>a/</sup>	\$ 4,341	\$ 0	\$ 4,341	\$ 4,700	\$ 4,300
Full Time Equivalents	0	16	0	16	25	24

Headquarters is the only office funded under Program Direction for the Worker and Community Transition Program. Therefore, the Headquarters table is also the program table.

<sup>a/</sup> Program Direction was funded under the Worker and Community Transition Congressional control level in FY 1996. Funding was provided as follows: Salary and Benefits, \$1,398,000; Travel, \$98,000; Support Services, \$2,492,000; Other Related Expenses, \$17,000; Total, \$4,003,000; 16 FTEs.

## WORKER AND COMMUNITY TRANSITION PROGRAM DIRECTION

### **III. Performance Summary**

	<b>FY 1996<sup>a/</sup></b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>
Salaries and Benefits				
Staff will be overseeing actions to achieve an additional 7,500 prime contractor reductions in FY 1997 and up to 15,000 in FY 1998. They will work to streamline the approval of work force restructuring plans and develop and implement policies to integrate contract reform mechanisms. They will provide oversight of upcoming labor negotiations at four sites. They will continue efforts to mitigate impacts on communities affected by work force reductions. Staff will develop a corporate asset and privatization program, complete the inventory of Departmental materials and assets destined for sales or transfers, and realize \$15 million in asset sales during each of FY 1997 and 1998.	\$ 0	\$ 1,715	\$ 2,355	\$ 2,155
Travel:	\$ 0	\$ 95	\$ 145	\$ 145
Travel will enable staff to provide technical assistance to field offices on work force planning and community transition. Staff will also be able to assist field offices in labor negotiations, conducting program assessments, and providing technical assistance in asset management.				
Support Services:	\$ 0	\$ 2,268	\$ 1,716	\$ 1,507
Contractor support presently assist staff in management support including performing program analyses.				
Other Related Expenses:	\$ <u>0</u>	\$ <u>263</u>	\$ <u>484</u>	\$ <u>493</u>
The amount in this category consists mainly of the working capital fund. Space rental, telephones, copiers and printing, computer support, general office supplies, and mailing costs are included in this fund. Other expenses are for items not encompassed by the working capital fund, e.g., computer software and professional journals.				
Total, Worker and Community Transition Program Direction	\$ 0	\$ 4,341	\$ 4,700	\$ 4,300

<sup>a/</sup> In FY 1996, Program Direction was funded under the Worker and Community Transition Congressional control level.



## WORKER AND COMMUNITY TRANSITION PROGRAM DIRECTION

### **IV. Explanation of Funding Changes from FY 1997 to FY 1998:**

Increase of \$640,000 is due to the addition of asset management functions to the existing mission of the Office of Worker and Community Transition.	+ \$ 640
Increase of \$50,000 in travel is due to adding the function of asset management to the Worker and Community Transition Program.	+ \$ 50
A decrease of \$552,000 in support services is due to the assumption by staff of some of the functions performed by contractors and by the completion of some analyses.	- \$ 552
An increase of \$221,000 in the other related expenses is due to an increase in the working capital fund. This increase is necessary to adequately satisfy the building space, telephones, computer support, and other requirements of the additional staff whose primary responsibility is the asset management program.	+\$ 221
Total, Program Direction	+ \$ 359

# WORKER AND COMMUNITY TRANSITION PROGRAM DIRECTION

<u>Support Services</u>	FY 1996 <sup>a/</sup> (\$ 000's)	FY 1997 (\$ 000's)	FY 1998 (\$ 000's)	FY 1999 (\$ 000's)
Management Support Services				
Management Studies	\$ 0	\$ 2,128	\$ 1,576	\$ 1,367
ADP Support	0	80	80	80
Office Support	0	60	60	60
Total, Support Services	\$ 0	\$ 2,268	\$ 1,716	\$ 1,507

<sup>a/</sup> In FY 1996, Program Direction was funded under the Worker and Community Transition Congressional control level.

<u>Other Related Expenses</u>	FY 1996 <sup>a/</sup> (\$ 000's)	FY 1997 (\$ 000's)	FY 1998 (\$ 000's)	FY 1999 (\$ 000's)
Working Capital Fund	0	\$ 233	\$ 454	\$ 463
Other	<u>0</u>	<u>30</u>	<u>30</u>	<u>30</u>
Total, Other Related Expenses	0	263	484	493

<sup>a/</sup> In FY 1996, Program Direction was funded under the Worker and Community Transition Congressional control level.